



# Gender Equality

Aslı Ece Akgün

Zeynep Canpolat

**B1 (Intermediate)**  
**14-17 Years**

# Gender Equality



1. Read the questions below. Discuss the answers with the class.

- a. Are the responsibilities of a mother the same as the responsibilities of a father in a family?
- b. In your home, who does the cooking, cleaning and household chores?
- c. Are there different expectations for sons and daughters?
- d. Which jobs are considered “men’s jobs” or “women’s jobs”?
- e. Can men wear women's clothing, or can women wear men's clothing? Why or why not?
- f. Do men and women take part in the same type of sporting activities?

USEFUL PHRASES

In my opinion...

From my perspective...

I believe that...

I agree/disagree that...

Traditionally, people have believed that...



2. Listen to the audio carefully. Answer the “True/False” questions according to the audio. Circle T if the statement is true and circle F if the statement is false.

- a. Traditional gender roles are based on equal rules for both males and females. T / F
- b. Gender stereotypes don't have any impact on people's understanding of beauty. T / F
- c. People's expectations about gender roles have remained the same to this day. T / F
- d. Girls are expected to show anger according to gender role stereotypes. T / F
- e. According to the traditional gender roles, boys are supposed to be nurturing. T / F
- f. The change in people's expectations about gender roles is a positive development. T / F




3. Listen to the audio again and match the words with their meanings.



- a. Stereotype
- b. Nurturing
- c. Conform
- d. Unrealistic
- e. Empathetic
- f. Vulnerable
- g. Ideals
- h. Police

- 1. To comply with established rules or standards.
- 2. Unreasonably high or impractical.
- 3. A set of principles or standards.
- 4. Encouraging the growth or development of someone.
- 5. Open to emotional injury or attack.
- 6. The representation or portrayal of something as perfect.
- 7. Making judgments or controlling the behavior of others.
- 8. Understanding and sharing the feelings of others.

4. Look at the pictures below. Decide whether these pictures show gender stereotypes or not. Explain your answers. Write your answers next to the pictures.

A. 

\_\_\_\_\_


\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

D. 

\_\_\_\_\_


\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

B. 

\_\_\_\_\_


\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

E. 

\_\_\_\_\_


\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

C. 

\_\_\_\_\_


\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

F. 

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## GENDER STEREOTYPES

Gender stereotypes hinder real equality by dictating behavior and appearance based on assigned genders. Women are expected to be nurturing and polite, while men are pressured to be bold and aggressive.

### What is a gender stereotype?

A stereotype is a widely accepted judgment or bias about a person or group - even though it is overly simplified and not always accurate. Stereotypes about gender can cause unequal and unfair treatment because of a person's gender. This is called sexism.

### There are four basic kinds of gender stereotypes:

- **Traits:** Women are expected to be accommodating, men to be assertive.
- **Domestic roles:** Women handle household chores; men handle finances and repairs.
- **Occupations:** Biases exist, associating certain jobs with specific genders.
- **Appearance and dress:** Pressure on women to be slender, men to be muscular, with gender-specific clothing expectations.

Extreme gender stereotypes are harmful because they do not allow people to express themselves and their emotions. For example, it is harmful to males to cry or to express sensitive emotions, and it is harmful to females to feel independent, smart, or assertive. Breaking down gender stereotypes is the best option to for our best selves.

*United Nations Human Rights—Gender stereotypes and stereotyping and women's rights.*

5. Read the text about gender stereotypes and answer the questions below according to the text. Write the answers under each question.

a. What are gender stereotypes? How can they lead to unfair treatment?

---

b. Can you name four kinds of gender stereotypes mentioned in the text?

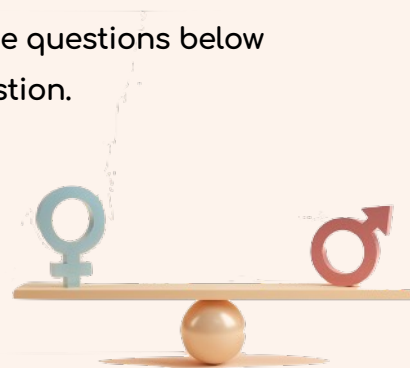
---

c. Why might extreme gender stereotypes be harmful to people? Give examples from the text.

---

d. What is mentioned as the best way to improve ourselves regarding gender stereotypes?

---



6. After reading the text about gender stereotypes, examine the posters given below.



DIY. Then, create your own poster about gender equality or breaking gender stereotypes in groups of 3.

#### Don't Forget To:

- Find a slogan for your poster!
- Use relevant visuals and illustrations about the topic!

#### Some Slogan Ideas:

- "Equality in education, equality in life."
- "Challenge bias, promote equality."
- "Equality is our future, start today."



### Singular They

The singular “they” is the use of the third-person plural pronoun they with a singular meaning—i.e., to refer to one person without using “he” or “she.”  
 The singular “they” has existed for hundreds of years, but it was considered as grammatically incorrect for a long time.

You can use the singular “they” to refer to a generic individual whose gender is **unknown** or **irrelevant** in the context.

For example,  
 If anyone has questions, they can raise their hand and ask the teacher.  
 When a guest arrives, make sure they feel welcome.

### They is or they are?

Although “they” in these contexts is singular in meaning, it’s still used in the same way as the plural version, with plural verb forms. That means that in standard English, it’s only correct to say “they are,” not “they is.” The same applies to other verbs.

They plays the piano well. ❌  
 They play the piano well. ✅  
 What does they think? ❌  
 What do they think? ✅



### Avoiding Ambiguity:

As with all pronouns, when using the singular “they,” make sure it is clear to **whom** you are referring. Since it doesn’t specify gender and can be either plural or singular, “they” can easily result in confusion. To avoid problems, you may have to rephrase.

The teacher wasn’t happy with the student’s work.  
 They were very disappointed.

### He or She vs. They:

Before the use of the singular “they” became widespread, a common approach to gender inclusivity was to use a combination of masculine and feminine pronouns (e.g., “he or she,” “he/she,” “her- or himself,” “her or his”). Most style guides now prefer the singular “they” over these formulations

The student has to decide whether he/she will join the project.  
 The student has to decide whether they will join the project.

7. Read the sentences given below. According to the contextual clues given in the sentences, choose whether the “they” in that sentence refers to a singular person or multiple people and circle either S (singular) or P (plural).

1. I saw a parent buying their child this new dinosaur toy. They must be really interested in what their children like. S / P

2. Yesterday, as I was walking at the park, I saw this group of people playing volleyball. They were very loud, so I didn't stand around much. S / P

3. I hate working as a barista. Rush hour means people waiting in long lines and they always change their orders last second which makes things even more chaotic. S / P

4. Kate constantly talks about this person sitting at the front of her afternoon lectures. She says they dress really well and that their hair looks really good. S / P

5. The critics wouldn't shut up about this movie. They all kept saying the movie was amazing and that people should watch it multiple times. S / P

6. His friends kept recommending him the new restaurant that just opened downtown. They all said he would love but when he finally did go, he got food poisoning. S / P

7. Our mom really likes blue flowers, so we went to the florist to get some. Although, we didn't have enough money to get a bouquet, because everyone knows us, they gave us one anyway. S / P



8. Read the text below explaining the situation.

I. You see someone standing on the street. They start walking away with their backs turned. Suddenly, you notice there is a wallet on the ground where the person was a moment ago. You grab the wallet, but the person is gone before you can call out to them. You go to the police station to give the wallet.

**You:** Hello. I saw someone drop this wallet, but they disappeared before I could give it back.

**Police officer:** Okay, we can help if you give us a description.

**You:** Their back was turned, and I didn't see their face, so I can't tell you their gender.



II. According to the context, write the rest of the dialogue below. Make sure to use they (singular) while writing.

---

---

---

---

---

---

---

---

---

---







9. Listen to the video. Look at the statements below. Choose the correct option between True(T)/ False(F) /Not Given(NG) according to the video.



1. Gender stereotypes are rarely seen in real life. T/F/NG
2. Women usually choose laborious jobs. T/F/NG
3. More men get into higher paying jobs in STEM. T/F/NG
4. We are close to getting rid of gender stereotypes. T/F/NG
5. Gender stereotypes begin to feel natural after a while. T/F/NG
6. Gender stereotypes start from the moment we are born. T/F/NG
7. These stereotypes influence us when we are choosing subjects at school. T/F/NG

10. Look at the words given and read the sentences below. Match the sentences with the words that are describing the situation happening in those sentences.

- a. Inclusive
- b. Tokenism
- c. Pay gap
- d. Bias
- e. Feminism
- f. Ambiguous

1. Hans is a petite man who has delicate features. From afar people cannot decide whether if he's a man or not.
2. Susan and Hunter are both office workers working under the same department. They are given similar tasks, and most would even say Susan works harder. However, Hunter's salary is higher than Susan's.
3. Billy has a friend name Johanna that he thinks is very good at football. When Johanna goes to the tryouts, the coach refuses to include her to the test and tells her she should consider cheerleading instead. Billy thinks this is nonsense and that Johanna deserves the same chance as everybody else.
4. Chris and Lina are a married couple with kids. Lina has a high position in a company and Chris is a stay-at-home dad who also takes care of the kids. When they go to visit their new neighbors, Chris cooks them a dish to bring as a gift. The neighbors thank Lina and tell her she's really good at cooking.
5. Hannah was appointed as the new CEO after the company received complaints about gender bias. Hannah felt excited because she thought she could make some important changes within the company using her new position. However, despite her new position she wasn't allowed to change anything.
6. Felix is a teacher who is opening a new baking club at the school. When the principal asks who will be allowed to join the club, Felix says everyone who is interested baking can join.

## Non-Traditional Families

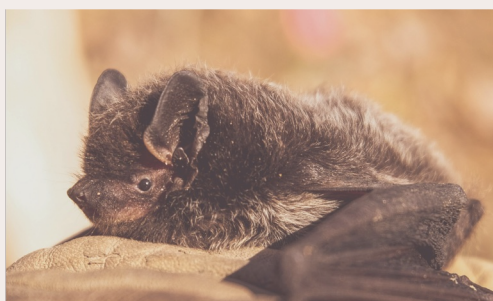
Hey everyone!

I recently checked out *And Tango Makes Three* by Justin Richardson and Peter Parnell. This wonderful children's book tells the true story of Roy and Silo, two penguins at Central Park Zoo who cannot have chicks but decide to raise a baby penguin together. When a zookeeper notices their connection, he gives them an egg to nurture. It's a heartwarming tale that beautifully showcases love and family in a non-traditional way.



Another example from my personal library is *Stellaluna*. After losing her mother to an owl, Stellaluna, a baby bat, finds herself in the nest of a bird family. This unexpected turn gives her a second chance at family, as she learns to adapt and even takes on the habits of her feathered companions. It's a touching reminder of resilience and the diverse forms love can take in our lives

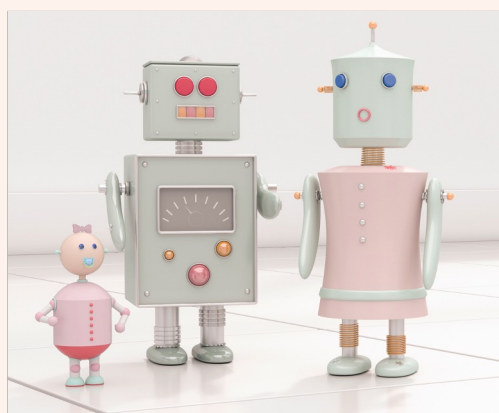
What makes each of these books even better is that instead of making these points the focus of their stories, we're seeing narratives that seamlessly weave in the idea of diverse families as enriching experiences. These stories celebrate different family structures as part of the adventure, making them relatable and enjoyable for kids.



Non-traditionally yours,  
Sam

11. After reading the blog post above about non-traditional families, discuss the questions below with a pair.

- Did you read any books similar to those mentioned in the blog?
- Did any of the books seem interesting to you? Why?
- Can you give examples of non-traditional families from real life?







## Resources

[https://www.ohchr.org/sites/default/files/Gender\\_stereotyping.pdf](https://www.ohchr.org/sites/default/files/Gender_stereotyping.pdf)